

Self-Determination Workgroup

Meeting Minutes

18 July 2005

Present: Kenneth Ekong, Dustin Erikson, Paul Smith, Scott Roudabush, Krissie Summerhays, Lori Packard, Sara Brozovsky, Angie Pinna

Absent: Ezekiel Tripodi, Chris Christiansen

This workgroup has met twice on a less formal basis prior to having all of the members who are now participating. Thanks to everyone for your willingness to participate.

This group has been initiated to further support quality of life issues within the Division. The goal of this workgroup is to establish a method of promoting self-determination within our system. It is also to assist people in understanding that self-determination is an umbrella, which includes: health and safety, or personal goals, achievements and relationships

Information from the previous two meetings was shared with everyone prior to this meeting and follows in italics. *The previous meetings discussed the need for researching and gathering information, compiling survey information from what we already have and talking to people to get to what they want. This group values understanding what people in services want and what they value. It is important that whatever product comes out of this workgroup is about people.*

Questions that are being considered are: What should the product be, and how do we make it work?

The possibility of using a checklist as a guide or assessment was discussed. It would start with health and safety and then how to add to basic care. It is important to keep this checklist realistic.

Whatever is used, it needs to start from a solid foundation. It should also be used to motivate and encourage providers, and provide them with tools to use in promoting self-determination.

This process may involve interviewing people face to face. Guardians should be included in the meetings. Meeting with People First Groups and Guardians was discussed.

The tool may be something that each provider uses as a self-evaluation, and members from this workgroup would be there to help facilitate.

This may be result in completing several train the trainer workshops, so that providers can then use this to train their staff.

Another option for how this may be accomplished is through having focus groups with providers, people they support and other interested stakeholders, where self-determination practices are identified, and how to implement such practices is outlined during the focus group. Use the focus group as a springboard for to get everyone on the same page, and know what tools may be needed. Use a second day to provide tools and brainstorm solutions and implementation processes.

It is suggested that we use contacts and resources available in getting current information in the field. It is important to use credible sources.

Things to keep in mind:

Sharing best practice (research and get the information first)

Teaching focus groups

Sharing information from focus groups

Informing people of where to get information

Keep it based on what is being learned about the person

Should an incentive be linked to this to motivate people to participate?

How much time providers and their staff can commit will be considered in setting this up. Two half days, or one day, and a follow-up day a week or month later.

We want this training to:

- *Be flexible to each groups needs*
- *Be adaptable, customizable, and create ownership (Train the Trainer)*
- *Collaborative with providers and Support Coordinators*
- *Get a snap-shot of a person's life*
- *Reinforce self-determination*
- *Teach philosophy and best practice*
- *Meet consumer needs*
- *Create trust with all stakeholders*
- *Improve communication between consumer and staff*
- *Improve service delivery – be flexible*
- *One day with a possible follow-up day. Later follow-up to determine if it is accomplishing what is expected*
- *Involve consumers*
- *Needs to be supported by the Division, valued and echo the Mission*

A tentative timeframe was outlined:

Discovery – March to be done by April 15th (Have expectations to start the design phase)

Design – April, May, June, July, August – with monthly check-ins

Test – Pilot: September and October (make changes if needed)

Train – November

Implement – November

Review – Recurring every 6 months

Assignments:

Dustin – talk to UACS and get some ideas/feedback

Paul and Angie – talk with the State People First group

Krissie – get buy off from the Division Leadership Team

Paul – Get the information from the database to share

In this meeting, the previous timeframes were reviewed and adjusted.

Discovery – August, September (Have expectations to start the design phase)

Design – October, November, December, January – with monthly check-ins

Test – Pilot: February and March (make changes if needed)

Train – April

Implement – April

Review – Recurring every 6 months

Prior to this meeting information was gathered from providers and the State People First group and included in the database. Information was also presented to the Division Leadership Team. This resulted in a statewide management meeting, where the vision of the Division was discussed, and it was clearly identified that the Division continues to value, support, and promote self-determination. Following that meeting, the Division Leadership Team met to re-evaluate the mission, values and “We Will” statements. A copy of this draft was shared with everyone in the workgroup.

It was discussed that the mission, values and “We Will” statements are not defining self-determination, but are supporting self-determination. A majority felt a need to have a definition that we are working from, some kind of measuring stick that everyone is working from, so everyone has the same understanding. Other people felt that we need to use the statements developed by the Division Leadership Team. It was determined that the statements developed by the Division Leadership Team will be used as a guide when developing the product. A survey taken with families, people in services, providers and Division staff will be done to get feedback on what is viewed as important or priorities within self-determination. A copy of the survey is attached.

Discussion of what to develop occurred and it was expressed that the hope is that this training or workshop will not focus on paperwork, but that it will be focused more on people and on promoting what is important to people in quality of life.

An idea for a workshop was discussed. The idea is to have the person at the center and define with them how they see self-determination and from there cover core concepts related to living a self-determined life. An image follows:



Core concepts will always be covered, and then main points within the core concepts will be elaborated on. This is a rough outline. The core concepts will be defined once feedback is received from all stakeholders. The commonalities will be used as the core concepts. The workshop will need to discuss how to apply this to both people who can express themselves as well as for people who cannot, or have more difficulty. It will also discuss finding a balance in supports. Communication is seen as a key factor. Being understood and having the possibility of expressing one's self is important in leading a self-determined life. It will be important to discuss communication styles.

The point of this workgroup is to develop a tool or training that will promote the philosophy of self-determination, **not** a monitoring tool.

Assignments:

Scott, Krissie – Research on Communication

Paul – Get approval for survey

Dustin and Kenneth – Survey with UACS

Sara – Survey with Central Region

Lori, Krissie – Survey with People First

Angie – Survey with Families